

NOCA Annual Day 2023

17 - 26 Oct 2023

Poll results

Table of contents

- What is your curious question about sustainability?
- Which stakeholders are pushing the sustainability agenda the most in your organization?
- How does your HR department work to engage employees in sustainability?

What is your curious question about sustainability?

070

(1/9)

- What does it take for you and me to change more habits? we are 8 billion people waiting for somebody to do something.
- How do we change a mindset from 'I have to sacrifice something' to 'I am part of nature and I am saving myself' - just like doing exercise and eating healthily.
- Hvordan tackler vi dilemmaerne mellem vækstfokus, global konkurrence og stadig mere individuel købekraft på den ene side og et fokus og holdningerne omkring bæredygtighed ift. klima, miljø, medmenneskelighed? Hvordan får vi skabt den ønskede fælles bevidsthed og ansvarlighed i samfundet og i de enkelte organisationer?
- How can HR create courage in leadership and decision making spaces so the organisations can develop and transform to be more sustainable?
- How to balance individuel interest and

What is your curious question about sustainability?

070

(2/9)

needs to the organisations
sustainability goals

- How do we move further towards regenerative organizations?
- It is a broad space and there are many questions to be curious about. Ranging from how can we be in the world in a better way to how to maintain our culture and values during paced transition
- Are we in HR on the right track with more flexibility, hybrid work and autonomy in order to create a more sustainable org?
- What is needed for

decisionmaker to act on the
knowledge we have on what create
sustainability

- Do we (as individuals) actually know enough to say what the most sustainable solutions are?
- Where can I get an overview of HR's role in creating a sustainable organisation?
- Can we reach the 4th second without focusing on the wellbeing of the people who are the change makers? Release our super powers ..
- How do we mobilize out

What is your curious question about sustainability?

070

(3/9)

- organisation in terms of having sustainability as the Foundation of our strategies and Leadership
- Are we willing the pay the price to become more sustainable?
- How to lead people:create leadership more sustainably? To avoid the high level of stress and numbers of burnout
- How can we create a new driver in organisations that build the n sustainability both when it comes to natural and human ressources?
- Broad concept. How to limit the complexity and create Line of sightseeing and actions
- What is the focus of sustainability at you Company?
- Is getting there a moral or a structural challenge?
- Hvordan udvikler vi et nyt natursyn, så bæredygtighed bliver er mindre instrumentelt og mere implicit i vores tankemåde og handlinger
- How to Cut through the crap of using Sustainability to 'look good' as a company

What is your curious question about sustainability?

070

(4/9)

- (through Sustainability reports etc) rather than using the efforts to do what matters the most?
- Hvordan flytte vi i praksis organisationskulturen og ledelsestænknningen i en mere regenerativ retning?
- How to integrate sustainability into the business so it does not becomes a project only.
- What are the obstacles for leaders to actually practice sustainability?
- Where is the tipping point for social responsibility?
- Hvordan balancerer vi i bæredygtig ledelse mellem at lede, den faglige opgave og passe på sig selv
- How can we take sustainability seriously in a busy day?
- How can we turn all the minor actions Into the most important and Sustainable Sustainable action
- How do we as HR professionals support a sustainable agenda?
- What does it take to create a sustainable organization?
- How do we make sustainability

What is your curious question about sustainability?

(5/9)

070

so tangible that it becomes motivating for everyone? And what is HRs role in this?

- How to translate narrow success to road sustainable success criteria
- Sustainability comes with a price, we must pay
- We're great at focusing on sustainability in terms of supply chain, environment, CO2 emission - but how to elevate the discussion on being a sustainable organisation?
- How can we transition

to a more circular economy to reduce consumption and burden on resources?

- Is it Too late/enough?
- What is a sustainable HR organisation and how do we co create it in our organisations?
- How Can diversity at workplaces open up for new approaches regarding sustainability?
- What do future employees from the young generations expect from organisations in relation to sustainability?
- Engage the whole or more of

What is your curious question about sustainability?

(6/9)

070

the organisation to work with sustainability

- Do we have to sacrifice globalisation in order do become sustainable?
- What makes humans forget that what they do have effects one other humans and the rest of our planet
- What does companies actually do to get more sustainable? Concrete tools to get more sustainable
- How do we go from what We have to what We need

to have to support sustainability? As persons and as supporting organisations

- How do we as an employer create the conditions for a sustainable work life?
- How can we as individuals and organizations contribute to educating employees, leaders and society in general about our SHARED responsibility for ensuring sustainability?
- How do you create true sustainable leadership and

What is your curious question about sustainability?

(7/9)

070

instill it as part of the organizational culture.

- How do we add sustainability to the strategic agenda in HR in a meaningful way ?
- How to balance the responsibility of social sustainability against hard core Numbers/sales target etc
- How do we build a global system that incentivizes the right behavior - rather than ticking boxes
- From a HR perspective, how do you work with sustainability at

a higher level than small initiatives such as flexible working.

- What to do when the employees are ahead of the incentives of top management?
- How do we motivate government, organisations, and people to change behaviour that benefit our planet and society?
- How do HR must effect
- How to prioritize to make an actual impact
- Hvordan får man store og komplekse

What is your curious question about sustainability?

070

(8/9)

organisationer til kollektivt at indse, at det er tid til at bedrive mere bæredygtig ledelse?

- Should we do all the things we're able to do?
- How can we educate a generation of sustainable leaders?
- Why do intelligent human beings act like lemmings?
- How do we in HR build sustainable organisations that can then again tackle sustainability of planet?
- How can we join forces globally when people are fighting

for their lives due to poverty, war and religious beliefs?

- How do we pave the way for change in organizations where leaders are busy navigating the existing reality?
- What is the "easiest" Way to get more sustainable?
- What can HR do?
- How can we engage the workforce even better on the sustainability agenda?
- What kind of leadership is important to succeed with sustainability?

What is your curious question about sustainability?

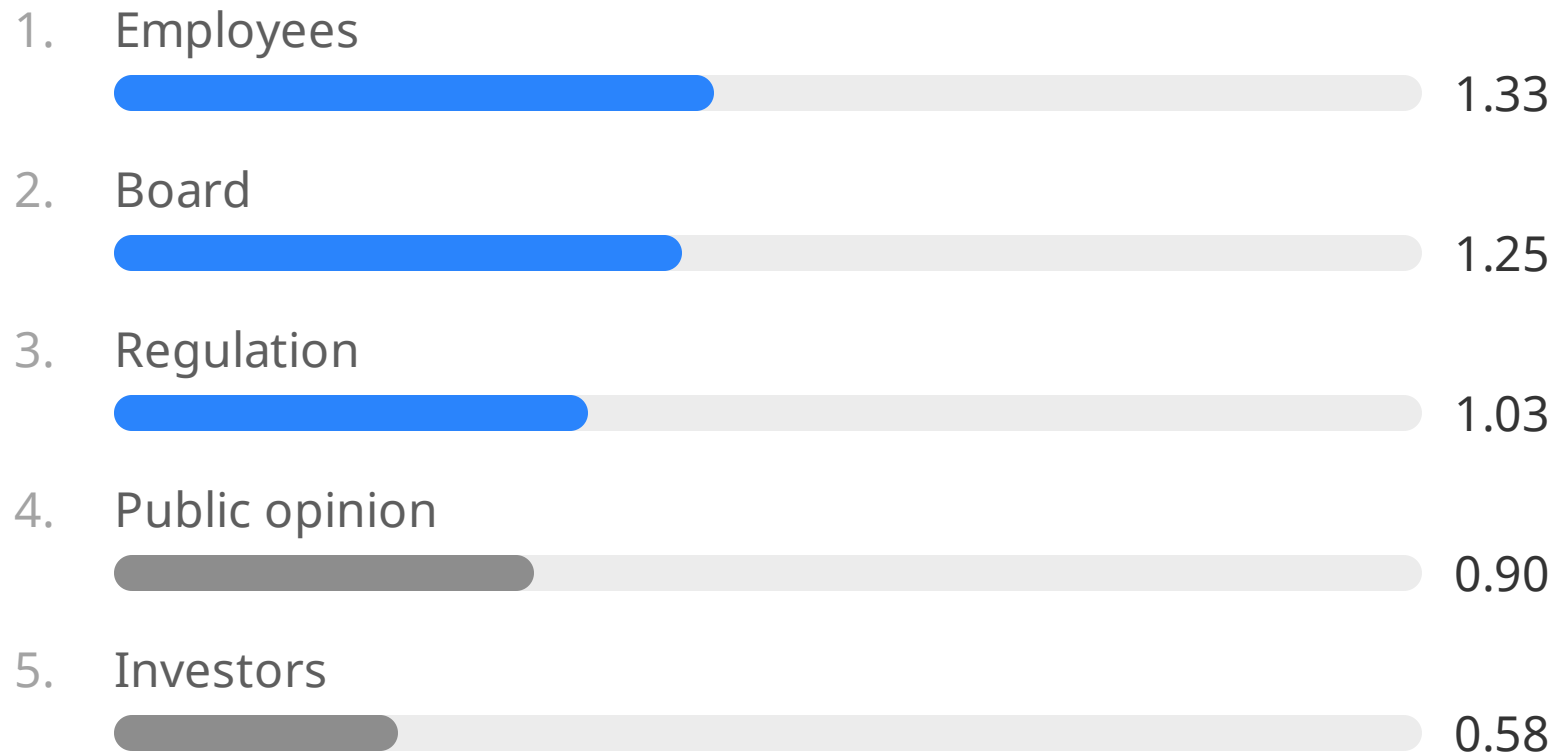
(9/9)

- How do we make politics work again?
- What now, HR?
- How can you systematically categorize sustainability?
- How can we enhance a sense of positive growth opportunity for organizations, to unfold their ESG goal and respond responsibly, to what they find?
- “Nothing is more dangerous than old ideas that are still profitable”... how can we affect each other to recognize nature, as the best and right investment?

Which stakeholders are pushing the sustainability agenda the most in your organization?

040

(1/2)



Which stakeholders are pushing the sustainability agenda the most in your organization?

(2/2)

0 4 0



How does your HR department work to engage employees in sustainability?

047

